



Marroco  
M H D©

Marroco Human  
Development

# Executive Summary

By Marroco Technologies

- C O N F I D E N T I A L -

# Global Overview

A change to a **New Education** is now a **Global Need** with no effective answers

**For** over 50 years the whole world has been attempting to perform a real change in the way people learn and how that knowledge becomes relevant for individuals, organizations and society.

**UNESCO** world summits of Jontiem (Thailand) 1990 and Dakar (Senegal) 2000, with a commitment of more than 160 countries, among other topics, unveiled no significant achievements on the issues of quality education around the world... ***that situation remains.***

**In** the last five years, billions of dollars were spent in EDU R & D and in education reform plans that spread worldwide; definitely, ***a New Education is a Global Need but, after decades of enormous efforts and resources, an effective solution is not even in the horizon.***



(\*) All governmental and international organization logos are just for illustrative purposes. All rights reserve to their governments and/or the general secretaries.

Marroco  
Technologies  
developed

**Marroco** developed, through 21 years of academic and field research, how to facilitate and measure the generic capabilities of human beings, fundamental core to develop the “Generic Competences”

**MHD©** ( Marroco Human Development):



1. Knowledge

2. Skills

3. Attitudes

4. Values

**MHD © consists of: AP XXI and MSL**

# AP XXI©

Is a technological solution, that offers a resource of the development of generic competences in order to achieve the new model of behavior of the personnel: in the action, thinking, and attitude proper of the XXI Century.

IT DEVELOPS THE NEW PROFESSIONAL PROFILE OF THE XXI CENTURY

## ***CONTRIBUTIONS:***

- An increase in the value of the intangible capital.
- A new method of analysis to permanently evaluate the risk and improve the time of response in a determined situation.
- A new way to tackle the creation of value and improvement of the capacity of innovation.
- The development of some personal qualities (communication, motivation, negotiation, and leadership) to promote different emotional conditions.
- A new way of behavior of the personnel in the working place.

New Requirements	21st. Century Skills
Empathy – acceptance of differences	Communication
Communication, perception, and creativity	Negotiation
Consider bio-psycho- social & cultural conditions of employees and associates.	Motivation
Logical Thinking	Systemic Thinking
Logical & Creative Thinking	Innovation
Logical & Creative Thinking plus Innovation	Decision Making
Systemic & holistic thinking, logical & creative thinking+ innovation	Problem Analysis Risk Analysis
All of the Above	Leadership

**AP-XXI© fulfills new requirements with the development of :**

***Managerial Skills* to achieve the new Action Mode.  
*Intellectual Tools* to achieve the new Thinking Mode.  
*Certain Personal Qualities* to achieve the new Attitude Mode.**



- **The Action Mode**

The new management Action Mode is the outcome of learning a particular Method of Analysis.

These managerial skills promote the permanent assessment of risk and the improvement of the speed of response.

- **The Thinking Mode**

The new Thinking Mode is the outcome of learning a new manner of logical-creative thinking.

These intellectual tools aid in adding value permanently to each task. Furthermore, this mode helps the alignment of processes, technologies and personnel in any Organization.

- **The Attitude Mode**

The new Attitude Mode is the outcome of developing some personal qualities helpful to become effective and successful leaders.

These qualities make possible better personnel interrelations, better teamwork, and greater flexibility to adapt to changing conditions both internal and external.



**It is the Educational challenge of the XXI Century.**

**It is a technological solution that offers a learning tool for the development of teaching expertise of any instructor or trainer in any theme or knowledge area.**

**IT WARRANTIES THE LEARNING OF ANY TOPIC!**

### **CONTRIBUTIONS:**

- **Auto evaluation forms for the web content.**
  - **Easy to follow patterns.**
- **New skills for instructors when creating a class plan with a determined process.**
- **Recomendations in the relationship management of different class situations.**
  - **Coaching “in situ” to optimize instructor skills.**
  - **More interesting and significant contents for the participants.**
  - **Higher levels of analysis and comprehension of students.**

***Professionals that know how to facilitate their knowledge and students that find them more significant***

# Credits

Research in Education,  
Organizational Learning and  
Change Management has  
been performed since 1969 by  
**Dr. Marilena Marroco and her  
multidisciplinary team**, resulting  
in a state-of-art technology  
named: **QLA©**

**marrocotechnologies.co**

**m**

## Sources for data and figures

- 1.- UNESCO Dakar framework for action  
[http://www.unesco.org/education/efa/ed\\_for\\_all/framework.shtml](http://www.unesco.org/education/efa/ed_for_all/framework.shtml)
- 2.- UNESCO EFA Global monitoring report 2005 THE QUALITY IMPERATIVE  
[http://portal.unesco.org/education/en/ev.php-URL\\_ID=35939&URL\\_DO=DO\\_TOPIC&URL\\_SECTION=201.html](http://portal.unesco.org/education/en/ev.php-URL_ID=35939&URL_DO=DO_TOPIC&URL_SECTION=201.html)
- 3.- OECD Definition and Selection of Competences (DeSeCo)  
<http://www.portal-stat.admin.ch/deseco/index.htm>
- 4.- PARTNERSHIP FOR 21<sup>ST</sup> CENTURY SKILLS: Assessment Landscape Report  
[http://www.21stcenturyskills.org/index.php?option=com\\_content&task=view&id=131&Itemid=103](http://www.21stcenturyskills.org/index.php?option=com_content&task=view&id=131&Itemid=103)
- 5.- UNITED NATIONS: World Population Prospects 2004 revision.  
<http://esa.un.org/unpp/>
- 6.- US DEPARTMENT OF EDUCATION (NCES) EDU-Statistics  
<http://nces.ed.gov/quicktables/>
- 7.- OECD Education Trends in Perspective  
[http://www.oecd.org/document/62/0,2340,en\\_2649\\_33723\\_35525374\\_1\\_1\\_1\\_1.00.html](http://www.oecd.org/document/62/0,2340,en_2649_33723_35525374_1_1_1_1.00.html)
- 8.- UNESCO. Institute of Statistics  
[http://www.uis.unesco.org/ev\\_en.php?ID=2867\\_201&ID2=DO\\_TOPIC](http://www.uis.unesco.org/ev_en.php?ID=2867_201&ID2=DO_TOPIC)
- 9.- UK DEPARTMENT FOR EDUCATION AND SKILLS  
<http://www.dfes.gov.uk/>
- 10.- US DEPARTMENT OF EDUCATION  
<http://www.ed.gov/index.jhtml>
- 11.- CHINA MINISTRY OF EDUCATION  
<http://www.moe.edu.cn/english/>
- 12.- JAPAN MINISTRY OF EDUCATION, CULTURE, SPORTS, SCIENCE AND TECHNOLOGY  
<http://www.mext.go.jp/english/>